

DEOMI Mobile Training

DEOMI provides Equal Employment Opportunity training outside the Institute through its Mobile Training Teams. These teams of professionals are designed to serve the specialized needs of requesting agencies by providing targeted training to participants via multi-day programs, courses, and seminars. There are four foundation courses available world-wide, however, DEOMI can completely customize any EEO presentation based on requirements and time constraints.

TO REQUEST TRAINING

**Please contact DEOMIs
Equal Employment
Opportunity Training
Directorate
DSN 854.7908/2737
Comm. 321.494.7908/2737
Or visit
DEOMI.org**



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Equal Employment Opportunity Training



**The DoD's center of excellence
for world class equity
education, training, and
research**

Mobile Equal Employment Opportunity Training

Mediation Certification Program (MCP)

Purpose: To equip neutrals with mediation and other ADR skills to take them to the basic proficiency in mediation, conciliation, early neutral inquiry, and the neutral settlement documentation.

Synopsis: Provides participants with skills necessary to mediate disputes at their commands, installations and activities. This



course follows the Model Standards of Practice for Mediators.

Target Audience: Military and civilian personnel who have attended

previous DEOMI Civilian EEO or Military Equal Opportunity Advisor (EOA) Courses who need to learn how to mediate disputes concerning personnel or Equal Opportunity (EO)/Equal Employment Opportunity (EEO) issues in the Department of Defense.

Method of Instruction: Lectures, supervised practical exercises, and small group discussions.

Duration: 5 days/40 hrs

Introduction to Equal Employment Opportunity Counselor Program (EEOICP)

Purpose: Essential for all Federal EEO Counselors. EEO Counseling for New Counselors meets the EEOC 32-hour initial training requirement for counselors. The purpose of this training is to introduce students to EEO counseling and help EEO Counselors develop techniques through lecture, discussion and interactive role plays which help the EEO Counselor succeed in the federal sector.



Synopsis: Develops a base of knowledge and

skills that allow graduates to serve as effective collateral-duty EEO counselors. It focuses on the intra/interpersonal and organizational aspects of EEO. Training introduces the causes and effects of discrimination, EEO programs for federal employees/applicants for employment, civilian personnel/human resource management.

Target Audience: Newly assigned collateral-duty EEO Counselors

Method of Instruction: Lectures, supervised practical exercises, and small group discussions.

Duration: 5 days/40 hrs

Special Emphasis Program Managers Course (SEPMC)

Purpose: Develops a base of knowledge and skills that allow graduates to serve as effective collateral-duty and full-time Special Emphasis Program Managers.

Synopsis: Focuses on the intra/interpersonal and organizational aspects of EEO, and program management skills. Special Emphasis programs addressed in this course include: Federal Women, Black Employment, Hispanic Employment, Asian-Pacific Islander Employment, American Indian/Alaskan Native Employment, and Program for

People with Disabilities. Training introduces the causes and effects of discrimination, EEO programs for federal employees/applicants for employment and civilian personnel/human resource management.

Target Audience: Newly assigned collateral-duty and full-time special emphasis program managers

Method of Instruction: Lectures, supervised practical exercises, and small group discussions

Duration: 5 days/40 hrs

Equal Employment Opportunity Managers Seminar (EEOMS)

Purpose: Presents an in-depth orientation on EEO issues to military and civilian supervisors/managers who have significant management responsibilities in a predominantly civilian workforce.

Target Audience: Military and civilian supervisors/managers who have completed general training on civilian personnel supervision and have significant responsibilities for management of a predominantly civilian workforce.

Synopsis: Builds on knowledge and skills acquired through other civilian, personnel, or supervisory training endeavors. It introduces participants to the causes and effects of discrimination, valuing diversity, affirmative action, dispute avoidance and authentic leadership.

Method Of Instruction: Lectures/and small group discussions.

Duration: 2-3 days

